

Mission statement:

Draft: 6/22/21

The Workforce Equity Subcommittee of the Virginia Women's Council is committed to creating and cultivating workforce equity for all women of the Commonwealth of Virginia. The increased amplification and elevation of diverse women will be achieved in a variety of ways including through partnerships and mentorship programs to ensure women have access to healthcare, childcare, and pay equity.

Workforce Equity Subcommittee

Meeting on 6/17/21

Chat Notes:

Suzanne: To translate that into a recommendation - you could suggest that State Gov introduce a pilot program for mentorship that can then be modeled by private companies

Suzanne: You will probably also want to come up with a description of your new committee that you can approve at your full Council meeting on 6/23. Then we can include that on the website

Suzanne: Remember that your recommendations can take many forms! It can be legislative (change state law); budgetary (allocate \$ for ___); or even engagement based like Outreach and partnerships

Suzanne: I am hearing: 1. Council engagement with orgs (listening sessions? webinars?); 2. Council engagement with SBSD to learn more about programs/resources for SWaM; 3. Council creation of your own educational resources (mentorship model/ how to advocate for pay equity, etc) 4. improving workforce pipeline for women by engaging with Comm.Colleges and HBCU's and centralizing network of mentor/resource programs

Suzanne: Don't be afraid to use your platform on the Council to create your own model of mentorship! What if the Council invited different college mentorship orgs to join meetings quarterly to nurture/enhance their programs and engage directly with community leaders like yourselves?

Nicole: I'm from the school of hard knocks, but I participate with a Hampton Roads Women in Tech org here that represent all levels of corporate etc... and these women are dedicated to promoting all women.

Suzanne: *and no unpaid internships*

Alencia: I love partnering with women led orgs who already exist to bolster their work instead of starting something new.

Suzanne: Earlier I heard terms like amplification and elevation and disruption earlier as well!

Suzanne: Data inquiries: #women in leadership positions (private and public); #women business owners

Suzanne: Data collection recommendations are also very valid.

absence of data is often evidence of a problem

Notes: increase mentorship programs, ensure women have access to healthcare, childcare, and pay equity

Notes: be specific about diversity goals, intentional about engagement with historically marginalized communities and different economic backgrounds of women

Nicole: Including LGBTQ

Examine and elevate the role of women in Virginia's workforce

VLAB Business Committee Description: The VLAB Business Committee examines the role of Latino businesses in the Virginia economy and considers ways to increase the economic prosperity of Latinos in the workforce. The Committee works with Latino business owners and leaders across the state to help Latino-owned or Latino-focused businesses grow, and works to promote the importance and influence of Latinos as consumers and business leaders.

Suzanne: Data points that we are tracking – that will not be in website description. It will be in our executive summary.

- To improve the role of women in the

<https://hurman.dhrm.virginia.gov/sasweb/wpr/html/fy2021/ALL/demframe.html>

- State employee data of race, ethnicity, and salary breakdown of positions in the state government

- Health equity dashboard

<https://hurman.dhrm.virginia.gov/sasweb/wpr/html/fy2021/ALL/demframe.html>

<https://www.governor.virginia.gov/diversity/equity-dashboards/swam-business-support/>

487 women owned business in Fairfax - woohoo!